



# HUMAN RIGHTS

Thanh Phu Plastic Packaging JSC

Established: January 2019

Revised: January 2021

Latest Revision: January 2024



# HUMAN RIGHTS POLICY

Thanh Phu Plastic Packaging Joint Stock Company is committed to protecting and respecting the human rights of all employees, stakeholders across our value chain, and the communities in which we operate. To formalize this commitment, we have developed the following Human Rights Policy:

## PURPOSE

To affirm Thanh Phu Plastic Packaging Joint Stock Company's commitment to respecting, protecting, and promoting human rights.

To serve as a foundation for guiding behavior, workplace culture, and corporate social responsibility.

## SCOPE OF APPLICATION

This policy applies to Thanh Phu Plastic Packaging Joint Stock Company and all of its employees.

In addition, we encourage all suppliers and stakeholders connected to Thanh Phu to support this policy and cooperate with us in promoting and respecting human rights. Furthermore, we are committed to upholding the human rights of our customers, including consumers and end-users.

## GENERAL PRINCIPLES

Compliance with the Constitution and laws of Vietnam.

Adherence to international standards: the Universal Declaration of Human Rights and relevant United Nations conventions.

Principles of non-discrimination, gender equality, and respect for diversity.

Ensuring a safe, non-violent, harassment-free, and non-exploitative working environment.

Responsibility to Respect Human Rights: Thanh Phu shall not infringe upon the human rights of others and will address any adverse impacts resulting from our business activities. Even when Thanh Phu is not directly involved, if any upstream or downstream value chain activities are linked to negative human rights impacts, Thanh Phu will use its leverage to mitigate or eliminate those impacts.



# HUMAN RIGHTS POLICY

## KEY HUMAN RIGHTS ISSUES

### **Elimination of Discrimination**

Thanh Phu prohibits discrimination, harassment, or any behavior that undermines the dignity of individuals based on race, ethnicity, national origin, religion, belief, gender, age, disability, or sexual orientation.

### **No Child Labor**

Thanh Phu employs only individuals aged 18 and above. If any violations regarding child labor are identified, the company will provide appropriate financial and other support to ensure the affected children can continue their education until adulthood, in accordance with our Child and Juvenile Labor Policy.

### **Respect for Fundamental Labor Rights**

Thanh Phu respects fundamental labor rights, including freedom of association, the right to organize, and the right to collective bargaining.

### **Fair Wages and Reasonable Working Hours**

Thanh Phu ensures all employees receive fair wages and work reasonable hours.

### **Safe Working Environment and Promotion of Health and Well-being**

Thanh Phu provides a safe, hygienic, and comfortable working environment and actively promotes the physical and mental well-being of all workers globally.

### **Protection of Personal Information**

Thanh Phu complies with the Personal Data Protection Act and all applicable laws and regulations, and is committed to appropriately safeguarding all personal information we process

### **Forced and Compulsory Labor**

Thanh Phu strictly prohibits all forms of abuse, sexual harassment, forced labor, and physical coercion, including:

- Verbal acts: Sexual, obscene, or offensive comments, remarks, or stories that cause discomfort to others.
- Non-verbal acts: Actions, gestures, looks, or display of sexually explicit materials that cause discomfort or compromise safety.
- Physical contact: Unwanted touching, stroking, hugging, kissing, or other forms of sexual assault.
- Coercive or threatening behavior: Use of power, intimidation, or threats to force others into sexual acts.